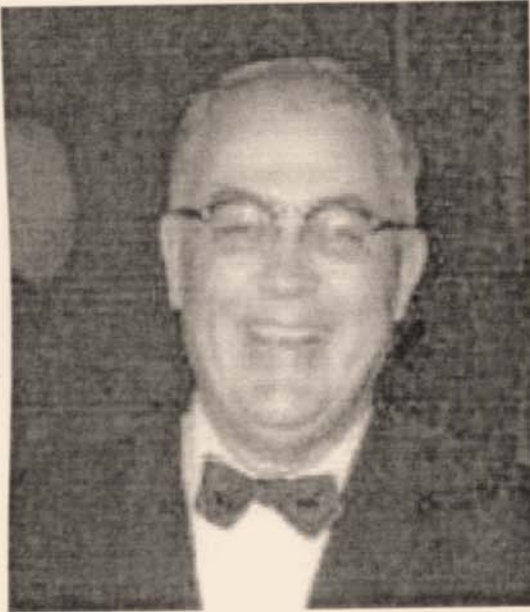


Collaborative Leadership & Advocacy on Behalf of Persons who are Deaf, Deaf- Blind, Hard of Hearing and Late-Deafened

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Dedication



This publication is dedicated to the memory of Boyce R. Williams, Sr., Ph.D. (1910-1998), a national and international leader in developing programs for adults with communication disabilities. A native of Racine, Wisconsin, Boyce Williams lost his hearing at the age of 17 after a severe case of meningitis. He graduated from Gallaudet University and later received an advanced degree from Columbia University. He was chief of the Department of Education's Deafness and Communication Disorders Branch until he retired in 1983 after 38 years of government service. In that capacity, he was responsible for the development and expansion of the State-Federal Vocational Rehabilitation Program of services for people who are deaf, and he initiated research and demonstration projects to meet the underserved segments of the deaf population.

The “Formative Years” of Legislation, Advocacy and Leadership: 1945 - 1990

- 1943 Rehabilitation Act
- OVR hiring of Boyce Williams (1945)
- Appointment of Mary Switzer as OVR Director (1951)
- 1954 Rehabilitation Act
- 1973 Rehabilitation Act & Subsequent Amendments (Included Sections 501-504)
- 1975 Education for All Handicapped Children Act (EAHCA); IDEA in 1990 & 2004
- 1990 Americans with Disabilities Act (ADA)

First-Wave of Collaborative Leadership & Advocacy in 1960's

- 1961 Fort Monroe (VA) Conference
- “Guidelines for the Establishment of Rehabilitation Facilities for the Deaf” (1962)
- Establishment of RID (1964)
- “The Vocational Rehabilitation of Deaf People” (1966)
- Establishment of PRWAD (1966)
- 1967 National Conference for Coordinating Rehabilitation & Education Services (Las Cruces, NM)
- Establishment of SERID (1971) & other Regional Training

Laying the Foundation: Capacity Building in the 1960's

- LTP @ CSUN
- National Theatre of the Deaf
- National Technical Institute for the Deaf
- Helen Keller National Center
- CSUN, Seattle CC, St Paul TVI & Delgado CC
- NAD Communication Skills Program
- Registry of Interpreters for the Deaf
- Council of Organizations Serving the Deaf
- RSA training grants (cross-disciplinary)
- Rehabilitation counselor for the Deaf (RCDs)
long-term training grants

Laying the Foundation in 1960 - 1970's: Research & Demonstration Projects

- **1960s status studies of young deaf adults**
 - New England Study (Boatner, Stuckless, & Moores)
 - Southwestern Study (Kronenburg & Blake)
 - Babbidge Report
- **R & D projects demonstrating models of services**
 - Lansing, MI
 - Hot Springs, AR (HSRC)
 - St. Louis, MO (JEVS)
 - Boston, MA (Morgan Memorial, Inc)
 - Chicago, IL (JVS)
 - Indianapolis, IN (Crossroads)

New Ways of Doing Business in 1970's

- NYU Deafness Research & Training Center and the RTC on Mental Health & Deaf People at San Francisco State
- “Toward More Effective Rehabilitation Services for the Severely Handicapped Deaf Client” (1971)
- “Recommendations and Plans for Meeting the Needs of Low (Under) Achieving Deaf People (1971)
- Public Law 94-142 impacts education system in US
- Rehabilitation Act of 1973 (Sections 501 – 504)
- TRIPOD (Parents, Education & Rehabilitation)
- “The Deaf Population of the United States” (1974)

Building Bridges to the Future via Collaborative Partnership w/Stakeholders

- The foundation of modern era of ‘**deafness rehabilitation**’ was forged by productive collaborative partnerships across key stakeholders: consumers, service providers, researchers, educators, advocates and families.
- Rehabilitation, education, deaf community leaders and related professionals serving this population took advantage of the opportunities provided for them to work together for professional development, networking, and mentoring opportunities.
- The process facilitated their acquiring information on promising practices, and creating an environment for the exchange of ideas that helped shape a new future for consumers with hearing loss.

Birth of Deafness Rehabilitation

- These series of massive initiatives in turn gave birth to the emerging specialization of ‘deafness rehabilitation’ which took hold and thrived from 1970’s until the present time by documenting and demonstrating the power of “specialty services.”
- Above all else, the central message was loud & clear: VR counselors need to be knowledgeable about the specific linguistic and communication challenges that VR consumers who are deaf and hard of hearing face and the impact of those challenges on educational, career and life opportunities of these consumers.

Continuing Advocacy for At-Risk Consumers in the 1980's

- “Hearing Impaired Developmentally Disabled Persons: A Challenge to the Helping Professions” (1979)
- “Independent Living Skills for Severely Handicapped Deaf People (1980)
- Federal funding of the University of Arkansas RTC (1981)
- Recommendations in “Toward Equality: Education of the Deaf” addresses needs of ‘at-risk’ deaf individuals(1988)
- Proposals developed by National Task Force on LFD (1989)

Ongoing Partnerships for At-risk Consumers: 1990's - 2010

- **Funding of R & D CRP demonstration projects**
 - Lexington Center (NY & NJ)
 - COPD (AZ & NM)
 - SCHI (TX)

- **State VR& community-based programs serving LFD**
 - Seattle Speech & Hearing Center (WA)
 - New York Society for the Deaf (NY)
 - GLAD (Los Angeles, CA)
 - DCARA (San Francisco Bay Area)
 - AIDB/ADRS (AL)
 - State of KY DVR

- **Funding of NIU RTC on Underserved Deaf Persons**
- **Funding of UA RT-31 DRRP on LFD or At-Risk Deaf Consumers**

Funded Research Base to Guide, Inform & Nurture Policy & Practice: 1967 - 2010

- **OSERS/NIDRR awarded RRTC grants to sponsor five federally-funded Research and Training Centers focused on Persons who are Deaf and Hard of Hearing.**
- **The RRTCs were mandated to conduct national research and training programs in collaboration with nation's direct human service delivery programs in partnership with consumer and professional organizations like PRWAD/ADARA, RID, NAD, SHHH, ALDA, alongside their many state and local affiliates.**

National Capacity Building: 1967 - 2007

- New York University Deafness RRTC
- University of California at San Francisco Mental Health Deafness RRTC
- University of Arkansas RRTC
- Northern Illinois University RRTC
- California School of Professional Psychology at San Diego RRTC

Current Arkansas Collaboration on LFD

■ Five State Partners

- Alabama, Arkansas, Kentucky, New York/New Jersey, Texas

■ Five Key Projects

- Developing a Consensus on Functional Definitions
- Developing and Validating a Screening Tool
- State Level Project to Enhance Service Delivery
- Evaluating the Efficacy of Pre-Employability Enhancement Skills
- Evaluating the Efficacy of Job Coaching to Enhance Workplace Integration and Job Tenure

High-Impact Partnerships in 21st Century

- 25th IRI Report “Serving Individuals who are LFD” (2000).
- National Task Force Position paper, “A Model for a National Collaborative Service Delivery System” (2004).
- Texas Education Service Center Conferences on education & rehabilitation of ‘At-Risk’ Students & Adults (2007 & 2009).
- SERID and other regional conferences; ADARA conferences
- National Task Force Recommendations : “Hard of Hearing Students in Postsecondary Settings: A Guide for Service Providers (2007).”
- CSAVR & RT-31 produced 5th revision of “MSP for the Vocational Rehabilitation of Persons who are Deaf, Hard of Hearing, Late Deafened, and Deaf-Blind” (2008).

Building Bridges to Future through Collaborative Partnerships

- Throughout the decades, there were many outstanding direct service program models delivering exemplary services that achieve excellent, productive outcomes and satisfaction for consumers with hearing loss. We need to find ways & means to export them for implementation in other states, if feasible.
- We need to direct our collaborative efforts toward the goal of sharing the lessons learned from these exemplary service models in order to exchange and share the kind of data partner states can utilize to design and implement similar model services or systems to improve employment and life outcomes for individuals with hearing loss in other states.
- The series of seven 1973-2008 MSP collaborations represent a prime example of a productive partnership that has provided timely updated guidance to the state/federal VR program and generated significant advances in the VR program's approach to staffing, management and delivery of services for individuals with hearing loss.

MODEL STATE PLAN: 1973-2010

Legal Basis

Title I, Part A, Section 101(a)(1) of the Rehabilitation Act of 1973 states:

To be able to participate in programs under this title, a State shall submit to the Commissioner a State Plan for vocational rehabilitation services.

Seven MSP Strategic Planning Documents over 35-Year Span

- 1973 MSP
- 1977 MSP
- 1980 MSP
- 1990 MSP
- 2008 MSP
- 1983 MSP D-B
- 1993 MSP D-B

What is the MSP designed to do?

Goal:

To revise and update a published resource to address contemporary issues related to federal-state VR service provisions to individuals who are deaf, deaf-blind, hard of hearing or late deafened. MSP emphasizes timely strategic re-assessment and planning.

Audience:

State VR administrators and direct service staff, community based rehabilitation program and related human service personnel, individuals with hearing loss and their families.

Sampling of Best Practices in Service Delivery

- Specialized Caseloads (HOH, Deaf, LFD, D-B)
- Personal Futures Planning
- Planning Alternative Tomorrows with Hope (PATH)
- I-Transition

- Deaf Support Services Teams
- Job Coaches and Life Coaches
- Occupational Communication Specialists

- Job Seeking Skills training - with structured Job Club
- On-the-job training with support over time
- Project with Industry (PWI) & Partnership with Employers
- Post-VR workplace interpreting support

- Service Centers for Consumers with Hearing Losses

KEY Contemporary Issues: Collaborative Planning and Leadership

■ **Changing Face of Deafness over the Years**

Growing numbers and diversity; Medical and technological advances; Deaf Culture and the Deaf Community at-risk

■ **Deaf Education: K-12**

Consequences of PL 94-142 : decentralization; demise of residential school's leadership and impact on Deaf culture & ASL; gaps in transition & VR outreach

■ **Postsecondary Education and Training**

Estimated 500,000 plus P/S students with hearing losses; VR collaboration with state IHE and PEPNet; current economic downturn stimulating "re-training of workers"

KEY Issues for Partners to address via Collaborative Planning & Leadership

■ Issues in Communication Accessibility

Sign Language Communication and 2nd language fluency in ASL, Interpreter Education Degree Programs, Interpreter Certification Issues, Tri-lingual training and certification; Impact of VRS and VRI

■ Riding the Telecommunication Revolution

Harnessing telecommunication advances, applications and utilization in VR, education & employment arenas – how can we harness VRI for the workplace?

■ Forging Partnerships with Allied Service Programs

Cultivate partnerships with State Commissions for the Deaf, CRPs, MR/DD, Supported Employment & allied service programs at state, regional and national levels

Ongoing Collaborative Planning and Leadership by Stakeholders

■ **Career Preparation of Deafness Specialists**

Pre-service, in-service and advanced degree training programs for specialized training of RCDs, deaf education, mental health, social work, substance abuse and allied helping professionals

■ **Model State Plan by State VR Agencies**

Timely Updated Revisions of Model State Plan via Strategic Planning with Stakeholders

■ **SCD Training Conferences**

Partners Building Bridges through Collaborative Planning & Leadership to Address

Partners Building Bridges in 21st Century

- 2002: “Partners Building Bridges to Meet Employment Challenges for Individuals Who are Deaf, Deaf-Blind, Hard of Hearing and Late Deafened.”
- 2004: “Partners Building Bridges: Maintaining High Quality Services in Challenging Times. “
- 2006: “Partners Building Bridges for Effective Transition: Moving on Up.”
- 2008: “Partners Building Bridges: Innovations, Enhancements and Future Focus.”
- 2010: “Partners Building Bridges: Overcoming Challenges through Leadership and Collaboration.”

Leadership Challenges Ahead for Deafness Rehabilitation

- How can the field best sustain and nurture partnerships among key stakeholders representing consumers, parents, VR, CRP, education and allied human service systems?
- Currently, there is no federal funding for an RRTC on Hearing Loss and very few RSA-funded RCD degree training programs.
- The field lacks the research arm to maintain the central data base needed in order to monitor and inform national priorities and service delivery standards for VR services to persons with hearing loss.

More Leadership Challenges Ahead

- Explore forging partnerships with the 10 RSA-funded TACE Regional Centers and the Four OSEP-funded Regional PEPNet Programs to collaborate on regional networks for technical assistance and training to service providers and other stakeholders.
- Work collaboratively with CSAVR and other stakeholders to strengthen and otherwise improve on the current nationwide system of direct VR services and supports.

SCD leadership needed to sustain a Community of Practice in VR Services for Nation's Consumers with Hearing Loss

- **Need to establish a firm funding mechanism to provide SCDs and other participants with continuing opportunities to further develop and maintain the “community of practice” that has been ongoing through previous training forums and the RSA-SCD listserv to ensure sharing of information and mutual support in the delivery of quality services.**



UNIVERSITY OF ARKANSAS

RT-31, established in 1981, conducts research and training designed to enhance the rehabilitation outcomes of persons who are deaf or hard of hearing. The Center is primarily funded by the National Institute on Disability and Rehabilitation Research (NIDRR), United States Department of Education.

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